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A STAFF INFORMATION BULLETIN



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PUBLISHED FOR EMPLOYEES OF THE
SOUTH CAROLINA DEPARTMENT OF
YOUTH SERVICES

BULLETIN NO. 46

FEBRUARY 21, 1974

IT HAS ALWAYS BEEN THUS?

"I see no hope for the future of our people if they are dependent on the frivolous youth of today, for certainly all youth are reckless beyond words. When I was a boy, we were taught to be discreet and respectful of elders, but the present youth are exceedingly wise and impatient of restraint."

Hesiod - 8th Century B.C.

NEWS FROM OUR STATE DIRECTOR.

The Board of the Department of Youth Services met this month and approved of a proposed budget for the allocation of \$324,000 which we had received from a purchase of service agreement from the Department of Social Services. Generally, this money will be used for the expansion of our Youth Bureau Division. We are deeply indebted to a committee composed of Mr. George Grogan, Mr. Jack Shivers, Mr. Bernard Sandick, Mr. J. P. Neal, Jr., and Mr. A. Frank Lever.

An in depth public information program was submitted to the Board from Bob Alexander and Associates, and we were impressed with the goals and objectives presented. One of the primary problems that their administrative staff has seen with reference to our Agency is projecting a positive presentation of our Department's goals to the general public. As a matter of fact, we know many professionals are not truly aware of the multitude of services which we are offering, and we feel that it is incumbent upon us to let everyone know what we are doing for the young people in our state.

The Department of Youth Services has more recently entered into a contractual agreement with the Criminal Justice Academy for the construction of a driver training range on our property adjoining the Department of Corrections' property behind the William J. Goldsmith Reception and Evaluation Center. We are in hopes of being able to offer driver training to some of our students once this is completed. We have been assured that we will be furnished a car for this purpose. (We may not have any gas for the car, but then maybe the crisis will be over. In case cars are no longer in use, Chief Strom has assured me that a suitable horse and/or mule will be furnished for our driver education program.)

A recent Bill has been drafted and introduced to provide for some liability coverage for state employees who might be involved in tort suits. The Bill as originally introduced covered only employees of the Department of Corrections, but then persons introducing the Bill have agreed to an amendment which may allow for coverage for all employees. We shall try to keep you informed as to the status of this Bill.

We were recently visited by the Council of Family Court Judges. Many of the judges appeared personally and were given a briefing of the many changes that

the Department has undergone over the past three years. They seemed to be most interested and desirous of helping us in any way possible. All of the judges appeared to be impressed by the many changes that we have made, and they hope to see us continue the development of treatment programs both in and outside of the institutions.

The Board of the Department of Youth Services has recently approved of capital expenditures to renovate another cottage at the John G. Richards campus. We are in hopes of proceeding at once with the renovation of Hampton cottage which is likely to be used as the third phase of our Intensive Care Program. We are also proceeding with the renovation of the Crisis Intervention Section located on the William J. Goldsmith Reception and Evaluation Campus and we will have a treatment program therein which will consist of education, social work, and recreation.

The Board approved of a \$3,000,000 request by our Department on capital improvements which will be necessary for the completion of our new facility which is to be located in Columbia. They also approved of our asking for monies with which to construct an administration building for this Agency. The initial emphasis of the Board has been to improve all services and facilities for children first and now they have taken the position that an administration building which is properly constructed is needed for a more efficient and effective operation.

We have had to exercise some rather stringent rules with reference to the use of state gasoline because of our lowered gasoline quota which was even less than that which was predicted for us. In addition to the rules which were put out to all staff using state vehicles, we are asking people who use our state credit cards to turn in the receipts so that we might have cross checks as to the amount of gasoline used by each vehicle. We have an excellent record keeping program under Mr. Julius Gabriel, and because of this we are in hopes of obtaining an emergency allocation.

NEWS FROM WILLOW LANE SCHOOL.

State Department of Education Team Visits Willow Lane

The visitation team from the South Carolina State Department of Education made its annual visit to Willow Lane School January 31, and February 1, 1974. The team under the direction of Eugene Smith, Supervisor Secondary Education Section, consisted of fourteen members representing the various sections of the State Department of Education--vocational academic.

The purpose of the on site visit was to study and to evaluate all areas of the educational program according to prescribed standards. As a result of the visit, recommendations for improving the educational program will be made by the committee and submitted to the officials of the Department of Youth Services.

The team spent the entire day Thursday, January 31, 1974, at Willow Lane. After a general meeting in the library, each team member dispersed to his individual curricular area where he not only observed the classroom activities but also talked with the teacher and students.

The team seemed to be well pleased with what they had observed at Willow Lane. Various team members made favorable comments concerning student morale, teacher attitude, and the way in which most teachers were taking advantage of small classes in providing individualized instruction. Chairman of the team, Mr. Eugene Smith, described the educational improvements in the Department of Youth Services over the past two years as exemplary.

Each Wednesday evening at 7:00 p.m. the staff at Willow Lane School participates in a physical fitness program by playing volley ball at the campus gymnasium.

Other staff members of the Department are invited to take a part in playing volley ball along with the Willow Lane Staff.

Miss Jo Conner, Supervisor of Social Services at Willow Lane School attended a conference on Juvenile Justice in New Orleans, Louisiana. The conference was held during the last week of January 1974.

NEWS FROM THE SOUTH CAROLINA SCHOOL FOR BOYS.

Security Blotter

Sgt. Stan Wright would like to take the opportunity to thank all members of the South Carolina School for Boys' search teams for their cooperation and their "stick-with-it-attitude" until we have had a 10-95.

Officer Greenock has not hit a tree or a stump now in several weeks with the patrol car; however, there are two trees on the East end of the campus and one on the West end that have not been hit. When he gets these, all trees on campus will have his mark.

Rambling in Recreation

During the past two weeks. the weekly cottage honor roll activities have included swimming, off-campus movies, go-cart races, and a basketball game at a local high school. Our weekly bingo parties have been their usual success.

We are in the process of relocating our recreation room and with the addition of two pool tables and a new stereophonic system, we will have a well-rounded facility.

Wisdom From Academic School

We are pleased to announce the following additions to our faculty for the 1973-74 school year:

Mrs. Joanne Watson	-----	Music Department
Mrs. Jane Purvis	-----	Librarian
Mr. William Prows	-----	Art Department
Mr. Francis Craven	-----	Vocational Education

This year we have added two new offerings to our curriculum, mainly those of Art and Music.

The school has also conducted a very broad intramural sports program in football and basketball. It has been the pleasure of the School for Boys to engage in a number of successful encounters with local football and basketball teams. We hope to continue this pleasant relationship with the community in the future.

On Thursday and Friday, February 14 and 15, eleven classes of the academic school visited the West Florence High School planetarium to study the planets. It was felt that science books do have their limitations and a contemporary approach to science would be a learning experience. The students were responsive, the trip was pleasant, and the experience was meaningful.

Verse From Chaplaincy

N. Y. A. Carolina Singers performed for all students at the regular worship hour Sunday, February 3, 1974. This is a Seventh Day Adventist Teenage singing group from North Carolina.

Calhoun Cottage News

We are pleased to announce that Calhoun Cottage had the fewest number of fines for lost clothing last week. We would like to welcome new students, Bobby Blair, Ronnie Jeffers, Charles David, Nathaniel Logan, and Bruce Salley.

Bits and Pieces

Mrs. Sharon Shiver, the wife of Mr. Bill Shiver, our Recreation Supervisor, gave birth to a six pound, five ounce baby girl on February 13, 1974. The baby and mother are doing fine, but the father's condition is described as nervous, proud, and emotionally drained.

NEWS FROM SUPPORTIVE SERVICES.

During the month of January, we had two groups of school children to visit our farm and dairy. The groups were from the Sara Nance School and Gonzales Day Care Center.

Upon arrival, Mr. Fuller, our head herdsman, conducted the tour. The children saw goats, rabbits, chickens and baby calves. After this, they were taken into the dairy where they were shown how cows are milked, what they eat, and how the milk is handled. After explaining about cows and "where milk comes from", the children were given a sample of ice cream made from the milk by the Food Service Department. When they had eaten the ice cream, they were then taken to the swine pen, where they saw the baby pigs, sows, feeder pigs, pigs ready for slaughter and the big boar hog. Each was explained and all questions asked were "hopefully answered".

We then explained what crops are grown and what they are used for. Everyone seemed to enjoy these tours and we hope they have benefited and now have a better understanding of where their food comes from.

Anyone knowing of a class from kindergarten through high school that may wish a tour of the dairy and farm, may make the necessary scheduling through Mrs. Potts or Mr. Furtick at 758-6546. The Farm Staff takes great pride in showing our farm and dairy and answering the questions of these groups.

NEWS FROM THE MEDICAL SECTION.

Mrs. R. V. Johnson, nurse at John G. Richards, was honored as the LPN in the Community Services and spoke on the subject "LPN Membership and What it Means" at the Orangeburg County Federation of LPNs Inc. Conferences, January 8, 1974.

Mrs. Mary Jo Davidson, part-time nurse relieving our full-time nurses at R&E Center and Willow Lane campuses, terminated her position January 31, 1974. We extend our appreciation to her for her services.

Sad news indeed to report the Department of Youth Services will not be getting a dentist since funds were not allocated in the budget again this year.

The need for a dentist on the staff of the Department will relive so many students' aches as well as to prevent many students from getting the ache. Sadly, the medical department will suffer with our many students aching cavities through another year with hopes the funds will be provided next year.

We are sorry to lose Mr. Paul Weldon as the Assistant Unit Coordinator. Good luck to you Mr. Weldon in your new position.

NEWS FROM THE PERSONNEL SECTION

The Personnel Section would like to extend best wishes to Mrs. Karen Lam who left the Department of Youth Services February 15, 1974. Mrs. Lam has been employed with the Department of Youth Services since September 1971, as Psychologist at the Reception and Evaluation Center, Assistant Director for our P. S. C. program and as Training Coordinator for our Training Section. Mrs. Lam has done an outstanding job in all her endeavors with the Department of Youth Services. Mr. and Mrs. Lam will make their home in Orlando, Florida.

The Personnel Section is pleased to announce that Ms. Betty Cobb has accepted the position as Training Coordinator for the Department of Youth Services. Ms. Cobb is presently employed as Correctional Counselor at the John G. Richards School for Boys.

NEWS FROM THE YOUTH BUREAU DIVISION.

Columbia Area Field Service Office

The Columbia Area Field Service Office officially began accepting referrals on February 4, 1974. A very successful year is expected with a great staff which includes: Lee A. Eggleston, Supervisor for Field and Diagnostic Services; Camille Amaker, Connie McVey, Mark Boatner, and Lewis Sloan, Social Workers; Ulysses Walker, Youth Counselor; and Celestine Nelson, Secretary. It is anticipated that a Regional Supervisor and Secretary II will be employed in the very near future.

St. Luke's Center

Mr. Amos Lewis, Probation Counselor for Richland County Family Court, and Mr. Paul Livingston, University of South Carolina Senior, were recently added to St. Luke's staff as part-time recreational specialists. They bring with them experience and new ideas to the program and will offer the needed flexibility to serve youth in the evenings and on weekends. This completes St. Luke's staff with George Wilson as Supervisor; Paula Gaffney, Coordinator of Volunteer Programs; Clemmon Stocker, Recreational Specialist; and Jacqueline Dwight, Secretary.

Programs of activities are being set up for youth in the Waverly area. The staff extends an invitation to all Department employees to attend the center and participate in the activities.

Caroselle

The Board Members of Youth Services were guests of the residents and staff of Caroselle for dinner on February 12. A grand total of twenty-six persons attended. Good food, good conversation, and lots of laughs were the order of business. It was heart warming to see the residents getting to know the Board Members and some of the administrators of our Department. It was also a wonderful opportunity to show what's happening at Caroselle and what we are all about.

Greenville Youth Bureau

February 10 thru February 12, Tom Bray, Social Worker II, attended a "Symposium on Group Procedures: Helping the Public Offender." The symposium was sponsored by the University of Georgia's College of Education and Center for Continuing Education in cooperation with the Georgia Department of Offender Rehabilitation.

Spartanburg Youth Bureau

Spartanburg Youth Bureau has begun implementation of two separate advisory councils. First, the Adult Advisory Council will consist of ten Spartanburg area citizens with varying civic involvement. Council members will serve, advise and

act as a liaison between the Spartanburg Youth Bureau and the community. Mr. Waddell, Regional Supervisor, is presently meeting with council members.

Our second council, the Youth Advisory Council, will be composed of Spartanburg area youth who have had, or continue to have some involvement with the Youth Bureau. Mr. Waddell, along with Ms. Gail Allen, a first-year graduate student from the University of South Carolina's School of Social Work, have planned to solicit input from area youth. This particular council will decide its focus and different experiences. The Spartanburg Youth Bureau hopes this project will enable youth workers to consider ideas, suggestions, and hopefully constructive criticism voiced by those we serve.

State Office

Congratulations to Ms. Mary Curlee, State Supervisor for Field and Diagnostic Services, who recently completed all ACSW assessment procedures successfully. This achievement certifies her status as a self-directed social work practitioner.

NEWS FROM BEHAVIOR MODIFICATION.

Mr. Gerald Gentry and Mr. Charles Powell, newly promoted Supervisors at the Mod Program are attending the S. C. Department of Youth Services Supervisor Classes. We would like to congratulate Mr. Gentry and Mr. Powell on their promotion and extend our best wishes in their future progress.

The Behavior Modification Program Student Handbook has been completed for publication. Anyone wishing additional information on the Handbook may do so by contacting Mr. Donald Lawson or Mr. Daniel Lawther.

Ms. Chris Thorngate has attended a workshop on "Interpersonal Development-Life Skill Acquisition", at the University of Georgia, held February 13th - 15th, for the purpose of providing participants an opportunity to increase their skill in the areas of; Facilitating Interpersonal Relationships, Problem-Solving and Decision-Making, and Program Development.

NEWS FROM CAMPUS POLICE.

There is much concern about those individuals who show the lack of caring for equipment issued to them for utilization within their profession or job. Some employees have been observed abusing issued items and having the attitude of "the devil with it, it doesn't belong to me, it belongs to the State and the State can buy me another one, etc."

To those person/s that feel that it is not their responsibility to take care of items of equipment issued to them or items of equipment that are placed in strategic areas for the use of state personnel, then I say be warned, for you can be held responsible in payment for damages incurred or lost equipment in your charge.

All persons who observe those individuals abusing issued items, please advise and/or reprimand them and call them to the attention of your supervisor, for you are a taxpayer. Let's take care of what we have, it may have to last us a long time.

The Campus Police Committee held their first meeting at Campus Police Headquarters on February 14, 1974, to select the nominee for Campus Police Officer of the year 1973-1974.

NEWS FROM THE INTENSIVE CARE UNIT.

On January 25, 1974, our first referral to Decker House was accepted and admitted. We feel very fortunate in having this referral source for students who have extensive drug problems. The program does not only focus on physiological rehabilitation, but also provides intensive group therapy that incorporates cottage life decisions and keys in on individual problems. It also provides for transition into the community gradually with emphasis on achieving vocational stability before release. We presently have another student referral to this program and foresee tapping into it for students with extensive drug problems.

Dr. Walter Bailey, Sunday School teacher of adolescents at First Baptist Church in Columbia, has begun a program in Pickens whereby he brings his entire Sunday School class (girls and boys) to the Pickens once a month to entertain with folk singing and refreshments made by the teenagers. Each month students whose birthdays have fallen in that month are specially noticed with birthday cakes. We see that program as advantageous in that healthy normal teenagers model appropriate behavior with our students.

Members of the "Band Sanctuary" from the University of South Carolina have begun a Bible study on Monday evenings at 8:00 with interested students in the Pickens Intensive Care Unit. Interest has been very good and presently eight students are studying with "Band" members every Monday. We not only value the content of such evening sessions, but also the exposure to appropriate male models that is so valuable in their treatment program.

On February 14, 1974, at 6:00 p.m., a Valentine party was enjoyed by Pickens ICU students. Women from the Colonial Hearts Baptist Church provided cupcakes, honey bars, candy hearts, cake, and punch which was greatly appreciated by our students.

Long-Term Treatment Versus Crisis Intervention
For Emotionally Disturbed Delinquents

Within the juvenile justice system of every state, regardless of administrative structure or type of treatment philosophy, there exists a small group of one to two hundred youngsters who seem to gain no benefit from any program into which they are placed. These youngsters are severe management problems and/or security problems and generally carry labels such as psychopath, sociopath, or perhaps severe character disorder.

These labels are generally applied, however, after the behavior comes manifest. It is extremely difficult to predict, with a few exceptions, which children will fall into these categories. Their personal files or case histories appear no different from that of thousands of incarcerated delinquents who, at best, profit from an open campus program or, at worst, pass through the system without becoming a management problem.

The most prevalent solution to this problem in other states has been a short-term lock-up or crisis intervention section (CIS). When a student loses control, gets involved in a fight, or returns from A.W.O.L., he is placed in this short-term lock-up, with or without a program, until it is deemed safe to try him on the campus once again. Upon being released to the open campus, he may last from one week to a month before having to be returned to CIS for another period of adjustment. The cycle of CIS to open campus seems endless.

Although this type program appears to be in the majority, at present none of these programs have attracted any national publicity nor make any claims of success. We have received inquiries from a number of states indicating that they run such programs and are extremely unhappy with the results.

The South Carolina Department of Youth Services handles this type of youngster differently from other states in that these students are assigned to Intensive

Care Units for the duration of their incarceration. That is, regardless of the progress made by a student in the Intensive Care Unit, he never returns to an open campus program. This particular aspect of the Intensive Care program had drawn criticism from certain areas, primarily because it limits the number of students who can be handled in a given period. This long-term treatment, however, is seen as extremely critical by staff who developed the Intensive Care program and, indeed, is viewed as the cornerstone of the success we have experienced.

The remainder of this article will be devoted to the rationale for long-term treatment of emotionally disturbed delinquents and will attempt to answer criticisms directed toward this treatment modality.

The students who come to Intensive Care at the South Carolina Department of Youth Services are by definition those students who cannot be handled or managed in the open campus program. The majority of these students have been tried in various open campus programs and have not responded. Only after the staff on the open campus have exhausted their effort do these students get referred to Intensive Care.

The students accepted into Intensive Care are beset with a whole host of problems. Not only have they been unable to make it in their home community, they have not been able to make it in an open institution. This array of problems did not suddenly become apparent overnight, but is the result of fifteen or sixteen years of life. To bring about permanent change in behavior patterns that have developed over fifteen or sixteen years with only six or seven months of treatment is an awesome task and requires careful planning, consistent treatment, and a good understanding of the program if success is to be achieved.

For treatment purposes, the Intensive Care Unit staff sees each student as displaying two sets of problems; one set of problems which resulted in his coming to an institution, and another set of problems which resulted in his not making it in the institution and being sent to Intensive Care. Another way of saying this is, we must be able to control the student's behavior and get it stabilized before we can bring other forms of therapy, designed to bring about long-term change, to bear. This is perhaps an element of our program that is confusing.

The basic structure of our treatment program is behavior modification. The first phase, or first four or five weeks, is almost exclusively behavior modification because this has been found to be the fastest and most effective way to bring hostile, belligerent behavior under control. Using this type of treatment we can generally bring a student's behavior under control in a maximum of two to three days. This does not mean, however, that we have "cured" the belligerent behavior. We have merely placed the student in a tightly controlled set of contingencies which keeps his disruptive behavior in check, while we utilize traditional forms of therapy to bring about long-term change. Because these contingencies and their relationships to each other are not easy to see, it is frequently assumed that because a student functions in our program with no apparent behavior problems, one can simply transfer him to the open campus and he will have no behavior problems there either. This is not the case. Once the contingencies and consistent treatment plan are interrupted, the disruptive behavior will surface again. It is not until the fifth or sixth month in Intensive Care, and sometimes longer, that sufficient long-term change has been brought about in the student to allow him to exercise sufficient control on his own. When a Phase II or Phase III student is seen working on a job or engaging in some task outside, it is difficult for the uninitiated to understand why they can't behave that way on the open campuses. What cannot be seen in these situations is the total program the student is involved in, the contingencies and constraints, the rewards and punishments that are controlling his behavior until he is able to control it himself. The entire Intensive Care program involves a gradual lessening of program control and a gradual increase in student responsibility.

An additional component that supports long-term treatment programs lies in the fact that all of these students share a common characteristic; the inability to form meaningful long-term relationships. One can easily speculate that this results from the fact that most, if not all, of these students come from similar backgrounds in that they have been passed from relative to relative to relative. Father or mother or both have frequently disappeared for various lengths of time, and the children have been left with Uncle George or Aunt Mary or grandmother or with a foster home or in an institution. The message received by the child is quite clear, "no one loves me, no one cares about me."

It is the conviction of this author that no fundamental personality change

can be brought about without a sound relationship, a good rapport, and a feeling of trust between student and staff. Yet because of this student's past history, this relationship is difficult to develop, is at first tentative and undergoes a great deal of testing before it solidifies. To see the beginnings of this type of relationship start to develop between a student and staff member for a month or two in Intensive Care and then transfer him to the open campus and assign him a new Social Worker, new Youth Counselors, in fact an entirely new staff, carries the same message it carried when he was shuffled from relative to relative, "no one loves me, no one cares about me." It requires that a student make one more adjustment that he is, at this point in his development, not prepared to make. Such a transfer for this type of student is clearly anti-therapeutic.

A statement frequently heard is, "These children should spend time on the open campus to prove that they have adjusted before we release them to the community." This statement carries the assumption that life on the open campus more closely resembles life in the community than the Phase III program of Intensive Care. An examination of the two programs would reveal that this is not so. The majority of the Phase III students are engaged in outside on-the-job training both on and off campus, spend full days in technical school or workshops, and devote time to academic training within the unit. Many of the problems a student faces on the open campus he does not have to face in the open community, and seeing whether or not he can adjust to it is of little value in predicting how well he will succeed once he is released. These problems are peculiar to institutional life. Among these problems are: sleeping in an open bay dorm with forty other students, having your clothes or shoes or personal items stolen while you sleep, being intimidated by a gang of larger boys who want you to turn over your canteen money to them, or being sexually intimidated by four or five larger boys in a shower room. Most of these problems never show up in the open community. To the extent that these problems do exist in the open community, one of the best defenses is fight or avoidance, that is not allowing one's self to get into situations where these problems might arise. Yet these options are not available to the students on the open campus. He must sleep in a dorm where he is assigned, he must participate in activities that he is placed in, and if he attempts flight, he is charged with an A.W.O.L. Thus, what may turn out to be a good adjustment reaction in a problem situation, may in fact turn out to be a violation to the open campus rules. It is difficult to see why we could require a student to adjust to these situations before we release them to an open community. An additional point worth noting is that all students in open campus programs must show that they have adjusted there before they are released. Yet the recidivism rate for the students in the open campus at John G. Richards remains at thirty percent. The Intensive Care students who have been through Phase III, rather than being returned to the open campus, have not demonstrated an ability to adjust to open campus life, yet their recidivism rate is ten percent. It is difficult to see the logic in requiring students from one program to prove that they can adjust to a second program which produces poorer results before we release them to the open community.

The Intensive Care Unit staff frequently gets letters, telephone calls, and visits from students who have been released from this program. This fact has been cited by those who maintain that our program fosters too much dependency in the students, that they can't break away from us and stand on their own two feet. While maintaining this position with respect to Intensive Care Unit students, these same people receive phone calls, letters and visits from their children who are fifteen, twenty to twenty-five years of age without any thoughts of over-dependency, and this is seen as somehow different. In point of fact, it is not very different at all. For many of the Intensive Care Unit students, the program here has offered the first opportunity for them to develop a healthy meaningful relationship with an adult, and we stand as parent surrogates for many of these students. It is this relationship that has brought about the change in the student that allows him to be placed back in the community and the relationship does not simply die because the student is released.

In summary, the Intensive Care Unit was started in December of 1970, and charged with the responsibility of developing a program for students who could not be managed or handled on the open campus. Such a program has been developed, has demonstrated its ability to manage and treat such students. The Intensive Care Unit program still has a long way to go both in terms of its development and its implementation. To place Intensive Care Unit students back on the open campuses or in other programs at the end of Phase II would destroy the continuity of our program and reinstitute the CIS to open campus, to CIS to open campus, endless cycle once again. Such a program has already proved ineffective in count-

less other states, and for us to change our program in that direction would certainly be counterproductive.

-- Clinton E. Hendrix, Unit Coordinator
Intensive Care Units

NEWS FROM THE RECEPTION AND EVALUATION CENTER.

Congratulations are in order to Mr. Roland D. Bollacker, Jr., who was selected by the Batesburg-Leesville Jaycees as "Boss of the Year" on January 24, 1974. Mr. Bollacker's name was presented by Mr. Heyward Danielson.

Get well wishes are extended to Mr. David Jacobs, Maintenance Supervisor at R&E, who has been out sick battling a bad case of the flu.

On Saturday, February 2, 1974, there was an all campus track meet held by the Recreation Department. Prizes were awarded to the best athletes in each of the ten (10) events. The students enjoyed this type of competition and look forward to competing against other Youth Services' campuses.

For the past three weeks, drama workshop has been conducted in the recreation auditorium on Saturdays from 1:00 p.m. to 4:00 p.m. The students that have participated from week to week will present the drama play *Sorry, Wrong Number* on Saturday, February 16, 1974 from 3:00 p.m. to 4:00 p.m. in the recreation auditorium. A full house is expected.

On Tuesday, February 5, 1974, the Recreation Department instituted its first Educational Quiz Game. The girls from Dorm #5 participated with "A" Wing versus "B" Wing. Bezzlee Giles, our Recreation Specialist, was the emcee and the girls answered questions concerning science, sports, religion, current events and music. After a "shaky" start, "A" Wing won the match. All of "A" Wing received prizes.

On Friday, February 8, 1974, the R&E Tigers Basketball team won their 11th straight game by defeating a tough Behavior Modification team 58-50. It was one of the closest games played this year.

NEWS FROM THE SOUTH CAROLINA BAR ASSOCIATION.

Fourteenth Amendment Rights Guaranteed to Juveniles

Pursuant to a consent order signed on December 1973, by District Judge Robert F. Chapman in the case of Gregory R., a minor vs. Mrs. O. R. Reuben, et.al., involving the South Carolina Board of Juvenile Placement and Aftercare, juveniles faced with conditional release (parole) revocation hearings have now been extended the following rights under the due process clause of the Fourteenth Amendment:

- (a) Written notice of the alleged violation of the juvenile's conditional release agreement shall be provided to both the juvenile and his parents or guardian by the South Carolina Board of Juvenile Placement and Aftercare within forty-eight hours after notification is received by the Board of the alleged violation. Such notice shall specify the charges constituting the alleged violation of the conditional release agreement, and may be either hand delivered or placed in the mails within the specified period.
- (b) The written notice shall inform the juvenile and his parents or guardian of the juvenile's right to a hearing before the

South Carolina Board of Juvenile Placement and Aftercare on the question of this alleged violation of his conditional release agreement, and shall specify the time and place of the hearing.

- (c) The written notice shall inform the juvenile and his parents or guardian of the juvenile's right to be present at the hearing; his right to present evidence and witnesses; his right to confront and cross-examine adverse witnesses; his right to be represented at the hearing by counsel.
- (d) The written notice shall also inform the juvenile that if he or his family is unable to afford counsel, he is eligible for free counsel and may contact the Legal Aid Service Agency, the American Civil Liberties Union, the University of South Carolina Law School Clinic, or his Juvenile Placement and Aftercare counselor to make known his desire to obtain counsel. Current telephone numbers and mailing addresses of the Legal Aid Service Agency, the American Civil Liberties Union, and the University of South Carolina Law School Clinic shall be included in the written notice.
- (e) The juvenile shall have the right to be heard in person before the Board and to present witnesses and documentary evidence in his behalf, and the Board may in its discretion, entertain evidence and information relevant to alternative rehabilitation programs.
- (f) The juvenile shall have the right to confront and the right to cross examine adverse witnesses before the Board as to anything they testified to before the Board, their opportunity for or method of securing such knowledge and any issue bearing upon their credibility.
- (g) The juvenile shall have the right to appear before a neutral and detached hearing body such as the Board of Juvenile Placement and Aftercare as presently constituted. The Board's decision shall be based solely upon the evidence adduced at the hearing.
- (h) The juvenile upon request shall receive a written summary by the Board as to the evidence relied on and a statement of the legal basis for any decision to revoke his conditional release.
- (i) The juvenile shall have the right to elect a continuance of the hearing if the written notice informing the juvenile of the alleged violation of his conditional release agreement cites a hearing date less than seven days from the date of the notice, provided that the election be exercised within three days of the scheduled hearing; additionally, the Board may at any time, for good cause shown, grant a continuance of the hearing at the request of the juvenile's counsel.
- (j) Any of these rights may be waived by the juvenile or his counsel.

NEWS FROM THE AGENCY AWARDS SELECTION COMMITTEE.

An agency selection committee for Employee of the Year, Youth Counselor of the Year, and Campus Police Officer of the Year, has been selected. The committee consists of employees throughout the agency. The committee has established selection criteria and the units and departments have been informed to select a committee for nominations for the agency awards. The nominations will be referred to the agency selection committee and this committee will make the final decision. Before an employee can be considered for an award, he/she must have a minimum of two (2) years of employment with the Department of Youth Services. The agency selection committee hopes that the new procedure will be fair and equitable to all employees within the agency.

NEWS FROM THE S. C. STATE EMPLOYEES' ASSOCIATION.

LEGISLATIVE REPORT

Budget and Control Board: Administrative Regulations

Recently, the Budget and Control Board, through its administrative authority, issued regulations for an educational leave program, and educational stipend program, and an inclement weather program.

For your information, as well as your fellow State employees, the major provisions are outlined here.

Stipend Program: The Board cited as the purpose of this program: "Each agency or department of South Carolina State Government may develop a program to offer educational assistance for designated curriculums in those fields in which the demand for highly trained, entry level professional and technical personnel exceeds the output of the schools training them."

Any permanent employee who has completed at least twelve months of continuous service may be selected to receive a stipend.

Upon his being selected, the employee will receive the cost of tuition, course related fees, and a basic living allowance. The employee has a service commitment to the agency upon successful completion of the program.

Educational Leave:

Purpose: to provide a means by which agencies of South Carolina State Government may encourage each of their employees, without regard to race, color, religion, sex, age, or national origin, to further his education so that he may become more proficient in his present position and/or prepare himself for opportunities for advancement within State services.

Provisions: Employees are encouraged to schedule classes during off-duty hours. If this is not practical, the agency may adjust the employee's work schedule or the employee may use annual leave or be granted leave without pay to attend classes.

Employees on full-time Educational Leave Without Pay or full-time Agency Directed Leave will not receive merit salary increases, nor accrue annual or sick leave (prior accrual of these will be carried over), nor covered by Workmen's Compensation, but may continue the group health insurance and contributions to the Retirement System.

Agency Directed Educational Leave provides for full salary, tuition and agency approved fees paid by the agency. Under this leave program, the employee has a service commitment to the agency following successful completion of the course of study.

Hazardous Weather Policy: When weather conditions make it impossible for an employee to get to his place of work, the absence may be covered by one of these means:

- (1) make up the time lost at a time scheduled by the agency;
- (2) use accrued annual leave;
- (3) take leave without pay.

When hazardous conditions develop during a work day, the State Personnel Division will notify the top administrative personnel of the agencies within the Columbia area, that employees should leave early. Agencies outside the Columbia area should deal directly with the emergency on a local basis. Time lost in all instances shall be charged in accordance with the three provisions of this policy.

Legislative Proposals:

Retirement:

S. 690 - Senators Dennis (Berkeley), Lindsay (Marlboro), Taylor (Laurens):

Permit a member's coverage under the group life insurance (pre-tirement death benefit) program to continue even though application for refund has been made and received in the Retirement Office.

S. 691 - Senators Dennis (Berkeley), Lindsay (Marlboro), Taylor (Laurens): Permit a retired member of the Retirement System, upon return to covered employment (public employer covered by the System), to earn up to \$3,000 without affecting retirement benefits.

S. 692 - Senators Dennis (Berkeley), Lindsay (Marlboro), Taylor (Laurens): Provide that members receive 4 per cent interest upon withdrawal of their contributions.

Committee on State Employees: The Committee on State Employees has several Legislative proposals under consideration with the general provisions of each outlined here.

State Personnel Act:

Purpose: Establish systems of personnel administration responsive to the needs of the people and essential to the effective and efficient operation of government, and applicable to all State agencies, departments, institutions, boards, commissions, and authorities, except those specifically exempted. These systems shall provide means to recruit, select, develop, and maintain an effective and responsive work force, and shall include policies and procedures for employee hiring, advancement, training, career development, job classification, salary administration, fringe benefits, discipline, discharge, and other related activities based upon merit and fitness without regard to sex, race, religion, political affiliation, national origin, or other non-merit factors.

The proposal establishes the State Personnel Division by Legislative Act (rather than the present creation by the Budget and Control Board) and makes it responsible to the State Budget and Control Board. The Personnel Division would be charged to fulfill the provisions of the Act.

If approved, the Act would place the administration of personnel matters in a centralized place, namely, the State Personnel Division. Under the organization, personnel administration would not be as fragmented as it is now and would lead to more equitable and fair application of personnel policies.

Political Activity of Employees in State Service: This proposal has been studied by a sub-committee of the Committee on State Employees and provides:

- (1) employees in State service retain all rights and obligations of citizenship provided in the Constitution and By-Laws of the State and the Constitution and Laws of the United States;
- (2) no employee other than those elected to office by popular vote shall:
 - (a) directly or indirectly solicit or receive subscriptions or contributions for any partisan political party or any political purpose;
 - (b) orally or by letter solicit or in any manner be concerned in soliciting any assistance, subscription, or support for any partisan political party or purpose for any person holding any position in the State service;
 - (c) engage, during the hours of work, in any activity calculated to favor or improve the chances of any political party or any person seeking or attempting to hold political office, nor engage in any political activity when not on duty to such an extent that their efficiency during working hours will be impaired.

State Employees' Grievance Act: An amendment to the Grievance Act being considered by the Committee on State Employees would reduce the time from 30 to 15 days for the Budget and Control Board to accept or reject the decision of the State Employees' Grievance Committee.

Annual Leave: Amendments to the Annual Leave Bill are intended to clarify

those sections of the 1972 Law which were ambiguous and prompted administrative inconsistencies.

IMPORTANT ANNOUNCEMENT

According to the latest gossip, friends of the Taylor's have received the following announcement:

THE TAYLOR PRODUCTION COMPANY
Columbia, S.C.

PROUDLY ANNOUNCES
the approaching 1974 Taylor Baby Model #1

Designer and Chief Engineer
James Taylor

Production Manager
Renee Taylor

Technical Assistants
Drs. Bunch, Salley and Rowland

It will be two-lung power, free squealer scream-lined body, double hearing, commercial feed, water cooled exhaust, and changeable seat covers.

The management assures the public that there will be no other new models this year.

Remembered Quote for the Day....

"Youth looks ahead... old age looks back... middle age looks worried."

... The State